

10 May 1973

The idea of the Women's Advisory Panel first came about last summer when Mr. Colby held a number of luncheons for Agency employees. It was suggested that the Panel be on the order of the MAG and its purpose be to enhance the status of women in the Agency.

The Panel consists of 2 people from each Directorate and 1 from the DCI's Office. Members were chosen by the Deputy Directors.

We plan study positions and identify dead-end jobs.

Help secretaries progress into para or semi-professional jobs.

We will list our priorities in a report to the executive committee.

MM did not know who to address the memo to and finally decided to send it to the Management Committee. Brownman signed off on the document.

Mr. Brownman does not want one part of EEO but we will probably report to either Brownman or Colby.

MM thinks we ought to consider:

1. "Will not train women because then leave faster than men."

Let's look at separation rates.

Why do they leave and do they leave faster than men?

2. Promotion rates. Date and job.
3. Supervisory assignments.
4. Training courses.
5. Foreign Language Roster. Women who have potential in this area.
6. Number EODing. There are not many and all are at low grades.

Most are secretaries.

7. CT record on women.
8. Day Care Centers - MM feels it is a losing battle.

OTR forwards all course announcements they feel are pertinent to make sure women get a chance to apply.

The group decided to call itself the Women's Advisory Panel.

An Agency notice will go out soon to this effect. We will ask for suggestions from Agency women.

We plan to look into Training, Grades and Assignments.

The DDI is the best Agency office for women.

The DDO comes next.

The DDM&S is at the absolute bottom.

Age and Grade study - Male and Females

Will probably treat each Directorate and their problems separately.

Training Courses:	Senior Seminar	FY 72 (or 73?)	22 Men	1 Woman
	Mid Career Course		125 Men	6 Women
	Advanced Intelligence Seminar		77 Men	9 Women

Supervisory Jobs will be looked at.

QSIs will be reviewed.

Branch Chiefs in the DDO - Any women???

Mr. Colby said EUR Division has 25 female case officers. He would also like to see a female COS.

We plan to start with assignments - a Directorate at a time. The DDO first.

Plan to determine the number of Chief, Deputy Chief, Branch Chief, Deputy Branch Chief and Staff Chief slots there are and the number of women assigned to them.

The group does not want to be involved with individual grievances.

Think about areas we should cover.

Meeting at 1 p.m. Thursday in the auditorium - Civil Service Commission.

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